



September 17, 2008

Dear Colleague:

Medical schools lose half of their faculty to other institutions or to private settings within a decade. I am deeply concerned, as I know you are, about the human and financial impact of this churn in our faculty workplaces. Do we lose faculty talent simply because of better opportunities elsewhere? Is it because they perceive their current work environment to be inhospitable? Most importantly, what can we do about it?

If you attended the GFA meeting in Pittsburgh last month, you heard me talk about an exciting new collaborative program among medical schools and the AAMC to ensure that academic medical centers are great places to work. *Faculty Forward: The Alliance for Advancing the Academic Medicine Workplace* offers medical schools a set of new tools and resources to begin to improve faculty satisfaction, retention, and vitality, and ultimately to enhance institutional culture. Included in *Faculty Forward* is a benchmarking tool that compares your faculty satisfaction with peers—not a generic survey with little applicability to academic medicine, but a customized tool that provides actionable steps that schools can take right away.

You can find more information at www.aamc.org/facultyforward. Please contact Bill Mallon at wmallon@aamc.org, 202-828-0424 or Sarah Bunton at sbunton@aamc.org, 202-862-6225, with any specific questions or concerns. We will be pleased to speak with you and get your feedback.

All the best,

Darrell G. Kirch, M.D.